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Ultimately both Employment Tribunals and the HMRC can make decisions about employment status, but they can reach different conclusions. A person may be classified as one thing for tax purposes and another for the purpose of key employment law rights. It is therefore important to consider both aspects.

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Well, HMRC needs to know the employment status of your employees for one, and you too should be clear in your own mind whether you are really employed or self employed and if you are an employer whether your arrangements with your staff are accurate and legal.

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Determining your employment status can be crucial as employees will be afforded with certain legal protections that a 'worker' or someone who is self-employed will not receive. There are 3 main types of employment status.

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The rules need to deal with how members join the club, how they can be expelled, how often general meetings of members are called and how the officers are appointed, amongst other matters. Sometimes clubs are part of a national network, such as working mens' clubs, and they can use a common set of rules which have been professionally drafted.

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